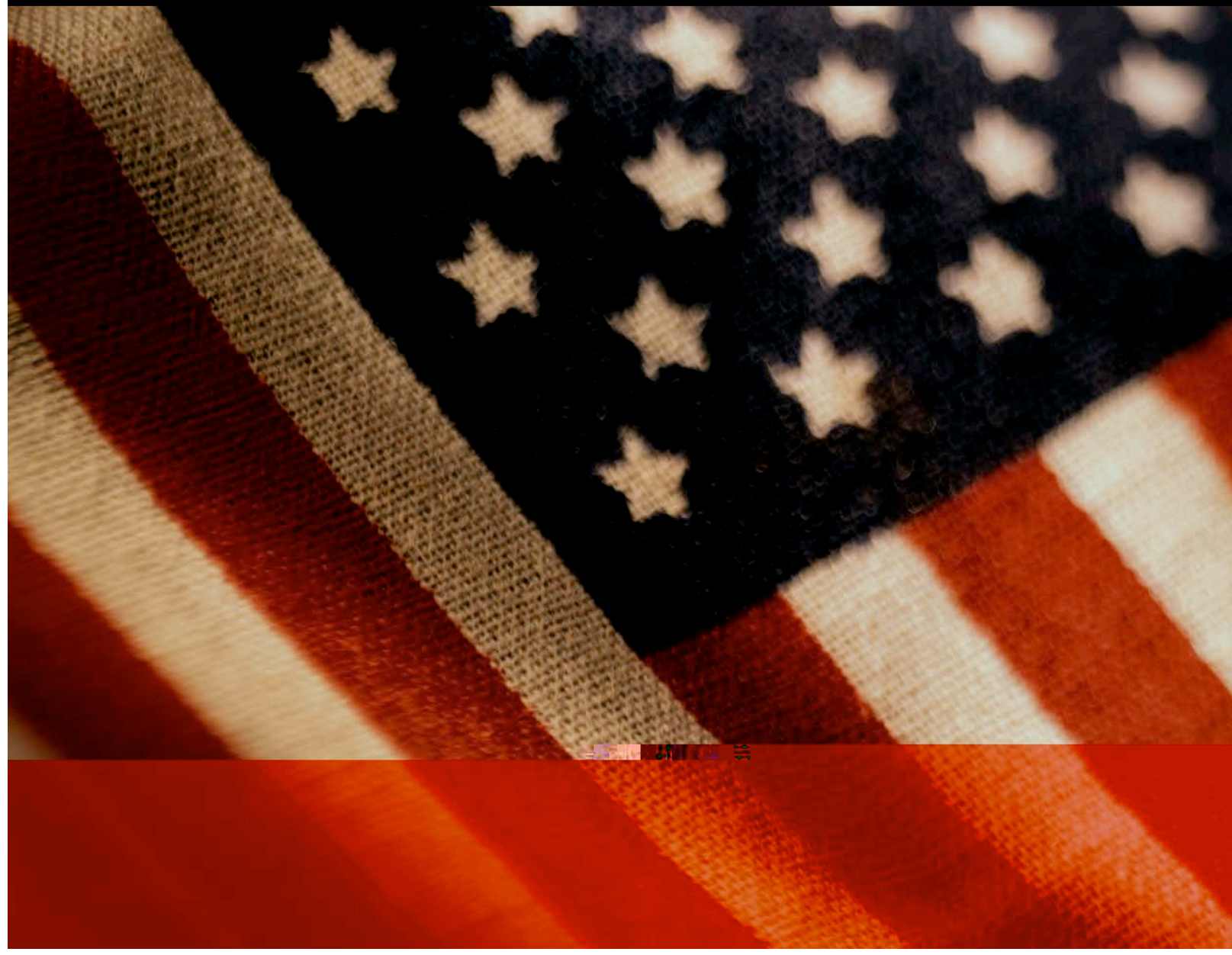


WHAT DO **FEDERAL** **EMPLOYEES** SAY?



DATA FROM THE 2004 FEDERAL HUMAN CAPITAL SURVEY

Department of Justice



FEDERAL HUMAN CAPITAL SURVEY 2004

Report of Results

Enclosed is a question-by-question summary of your department's or agency's response to the 2004 Federal Human Capital Survey. This summary displays results by Favorable, Neutral, Unfavorable, and in some cases where applicable, Do Not Know responses. Each item on the survey is associated with one of five response scales. As shown below, for each response scale two responses are categorized as "Favorable", one response is categorized as "Neutral", and two responses are categorized as Unfavorable".

Favorable Responses		Neutral Response	Unfavorable Responses		Do Not Know
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Do Not Know
Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	
Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	
One of the Best	Above Average	Average	Below Average	One of the Worst	
Very Good	Good	Fair	Poor	Very Poor	

The total number of respondents answering each question is also displayed in the summary and is identified under the column heading "N".

Detailed survey data for your department or agency are available on a private Web site maintained by OPM. Your agency has already identified personnel who will have access to this Web site.

Thank you for your support of the Federal Human Capital Survey.

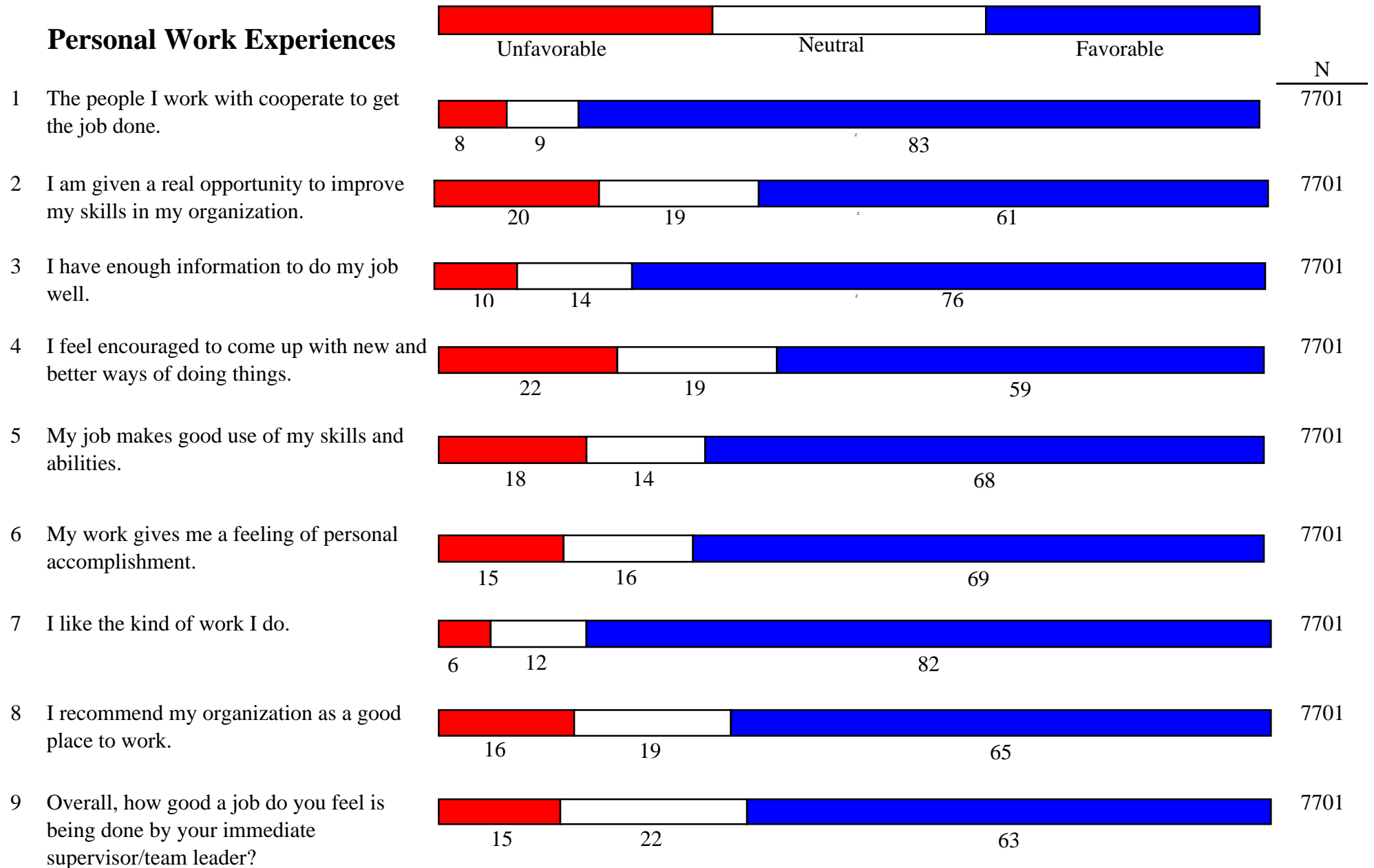
DEPARTMENT OF JUSTICE 2004 FHCS RESULTS

Results for:

All Respondents

Number of Forms Returned: 7701

Note: Totals may not add to 100% due to rounding.



DEPARTMENT OF JUSTICE 2004 FHCS RESULTS

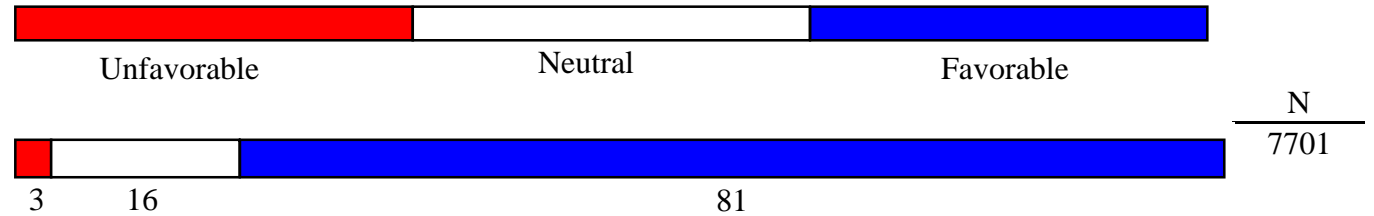
Results for:

All Respondents

Number of Forms Returned: 7701

Note: Totals may not add to 100% due to rounding.

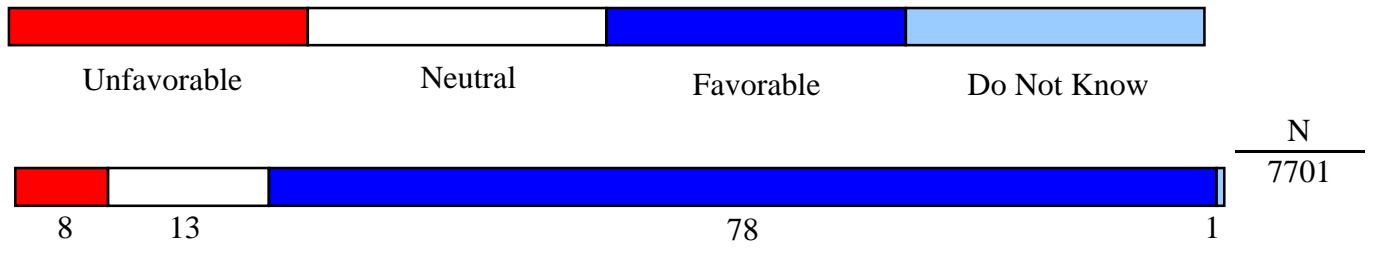
Personal Work Experiences



- 11 How would you rate your organization as a place to work compared to other organizations?



Recruitment, Development, & Retention



- 13 My supervisor supports my need to balance work and family issues.



- 14 Supervisors/team leaders in my work unit provide employees with the opportunities to demonstrate their leadership skills.



- 15 My work unit is able to recruit people with the right skills.



DEPARTMENT OF JUSTICE 2004 FHCS RESULTS

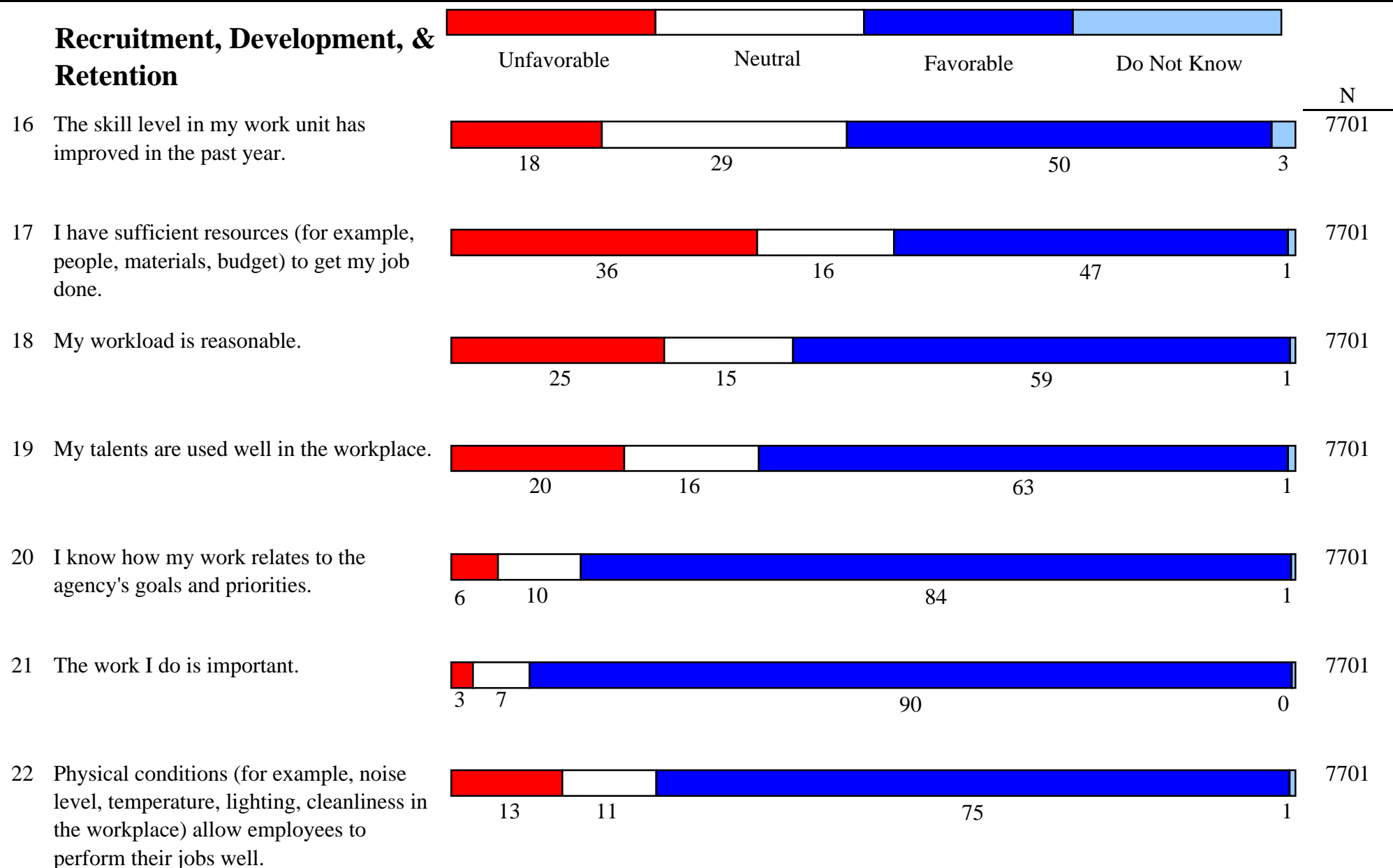
Results for:

All Respondents

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Recruitment, Development, & Retention



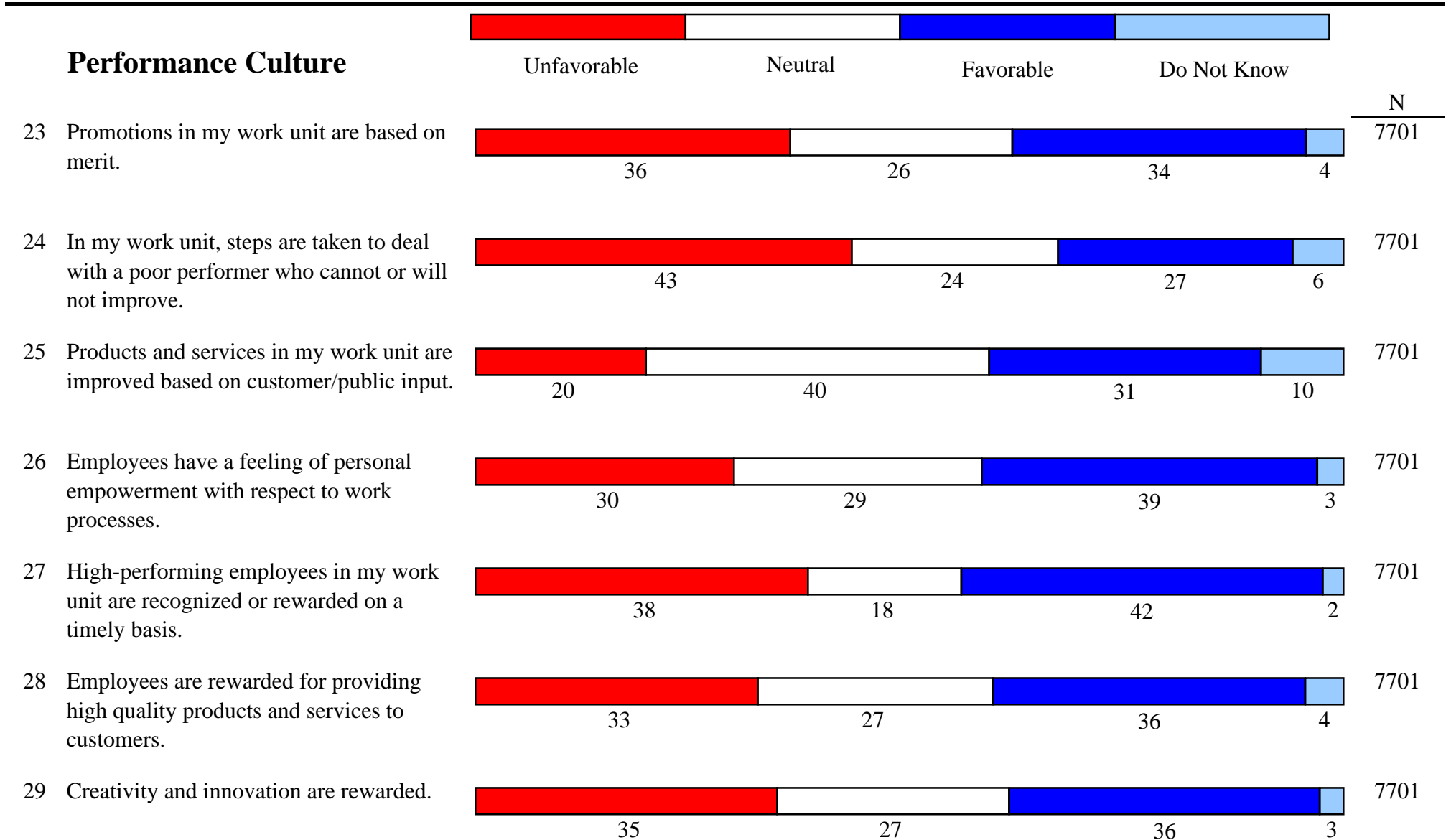
DEPARTMENT OF JUSTICE 2004 FHCS RESULTS

Results for:

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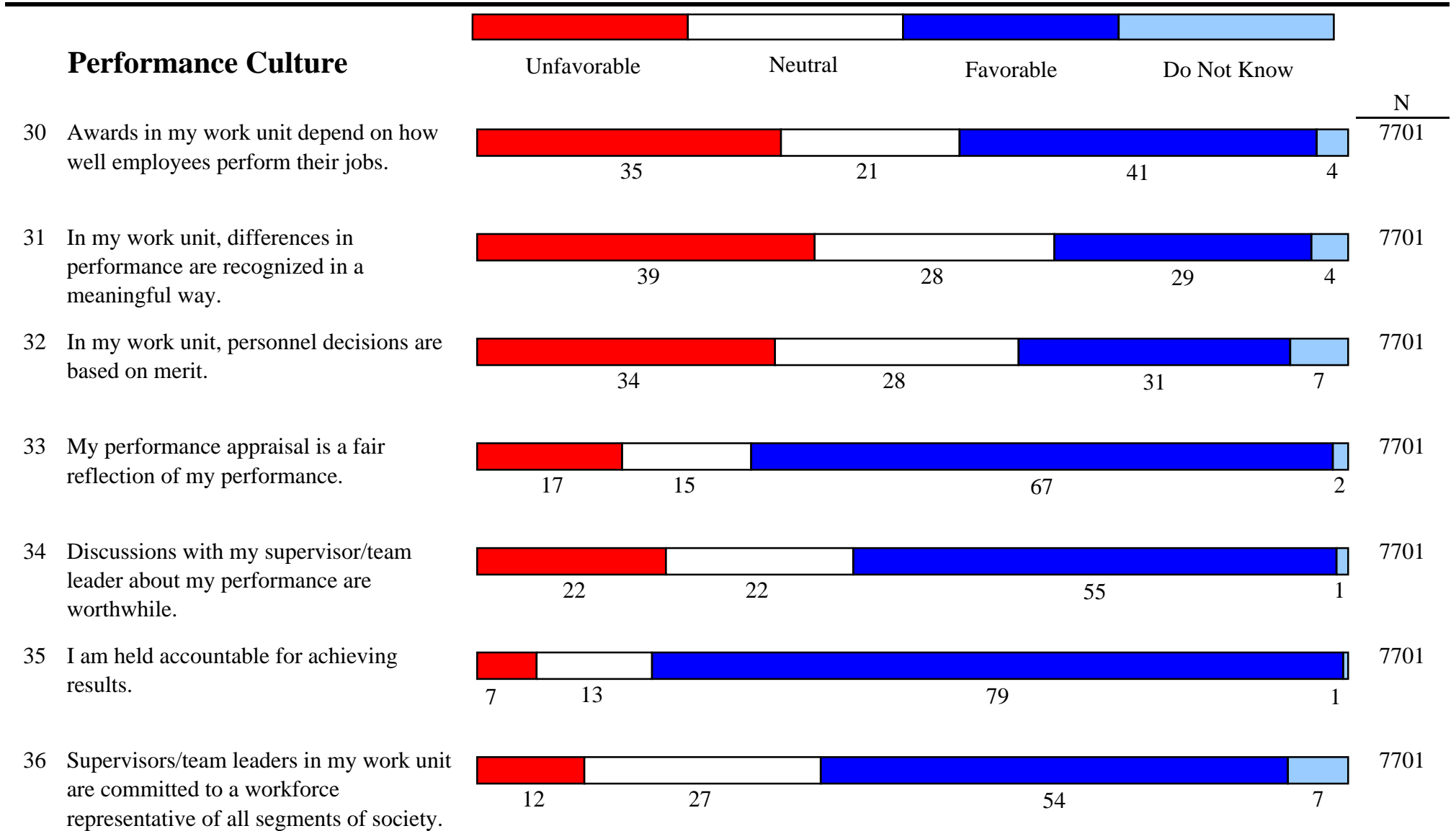
DEPARTMENT OF JUSTICE 2004 FHCS RESULTS

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All Respondents

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DEPARTMENT OF JUSTICE 2004 FHCS RESULTS

Results for:

All Respondents

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Performance Culture



Unfavorable

Neutral

Favorable

Do Not Know

- 37 Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).



N

7701

- 38 Managers/supervisors/team leaders work well with employees of different backgrounds.



7701

Leadership



Unfavorable

Neutral

Favorable

Do Not Know

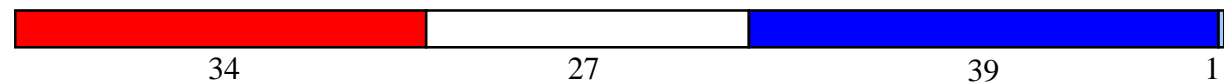
- 39 I have a high level of respect for my organization's senior leaders.



N

7701

- 40 In my organization, leaders generate high levels of motivation and commitment in the workforce.



7701

- 41 My organization's leaders maintain high standards of honesty and integrity.



7701

- 42 Managers communicate the goals and priorities of the organization.



7701

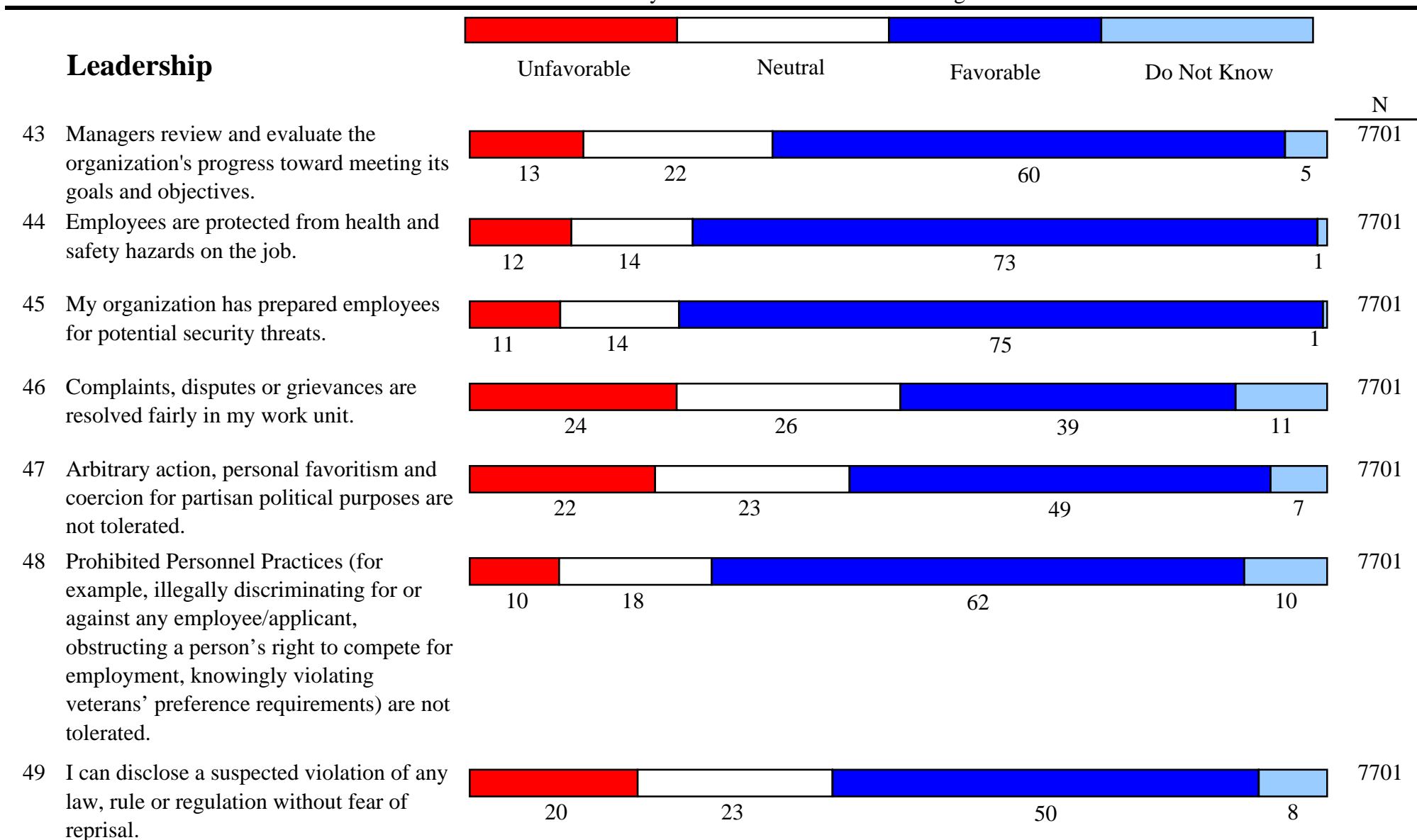
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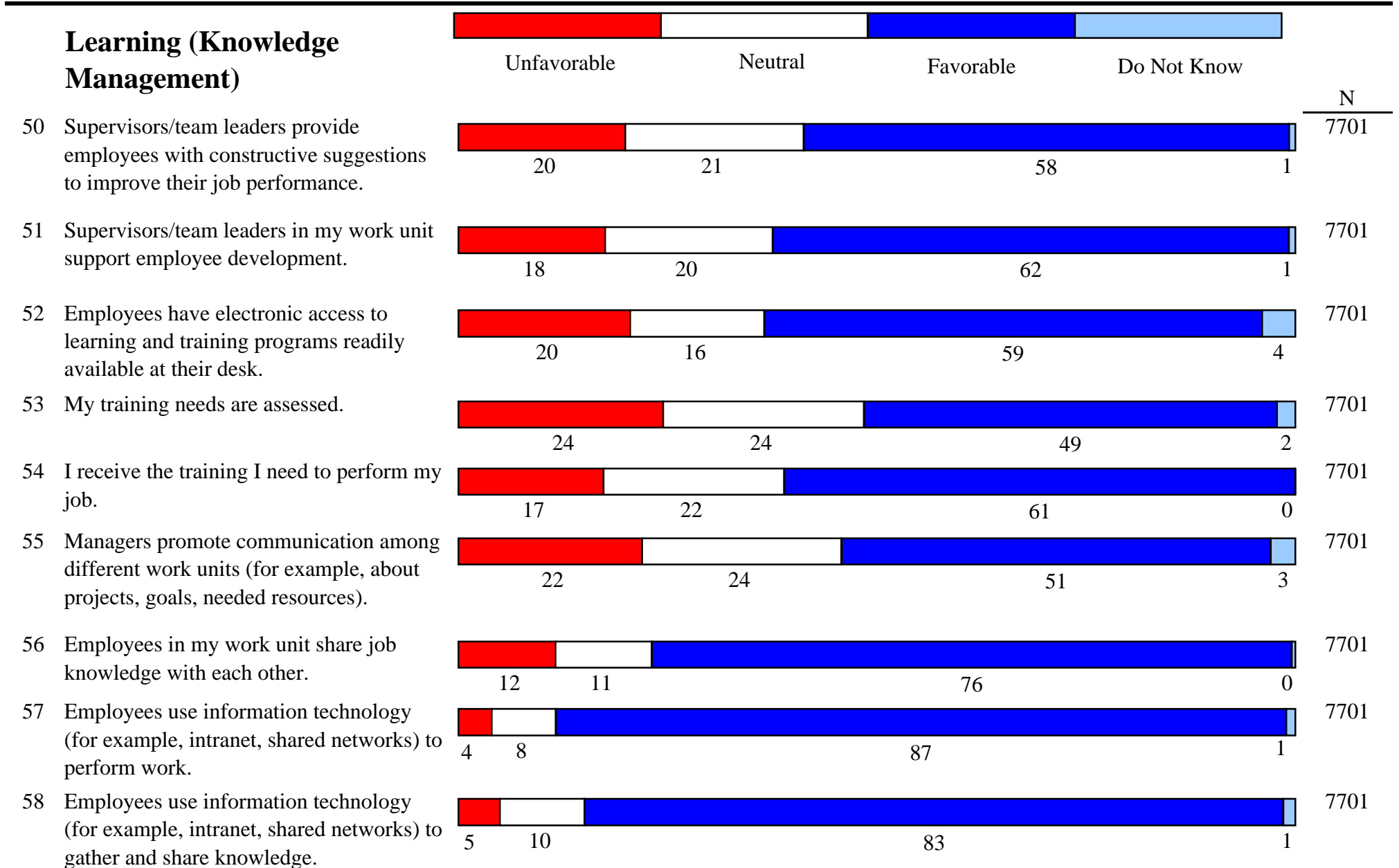
DEPARTMENT OF JUSTICE 2004 FHCS RESULTS

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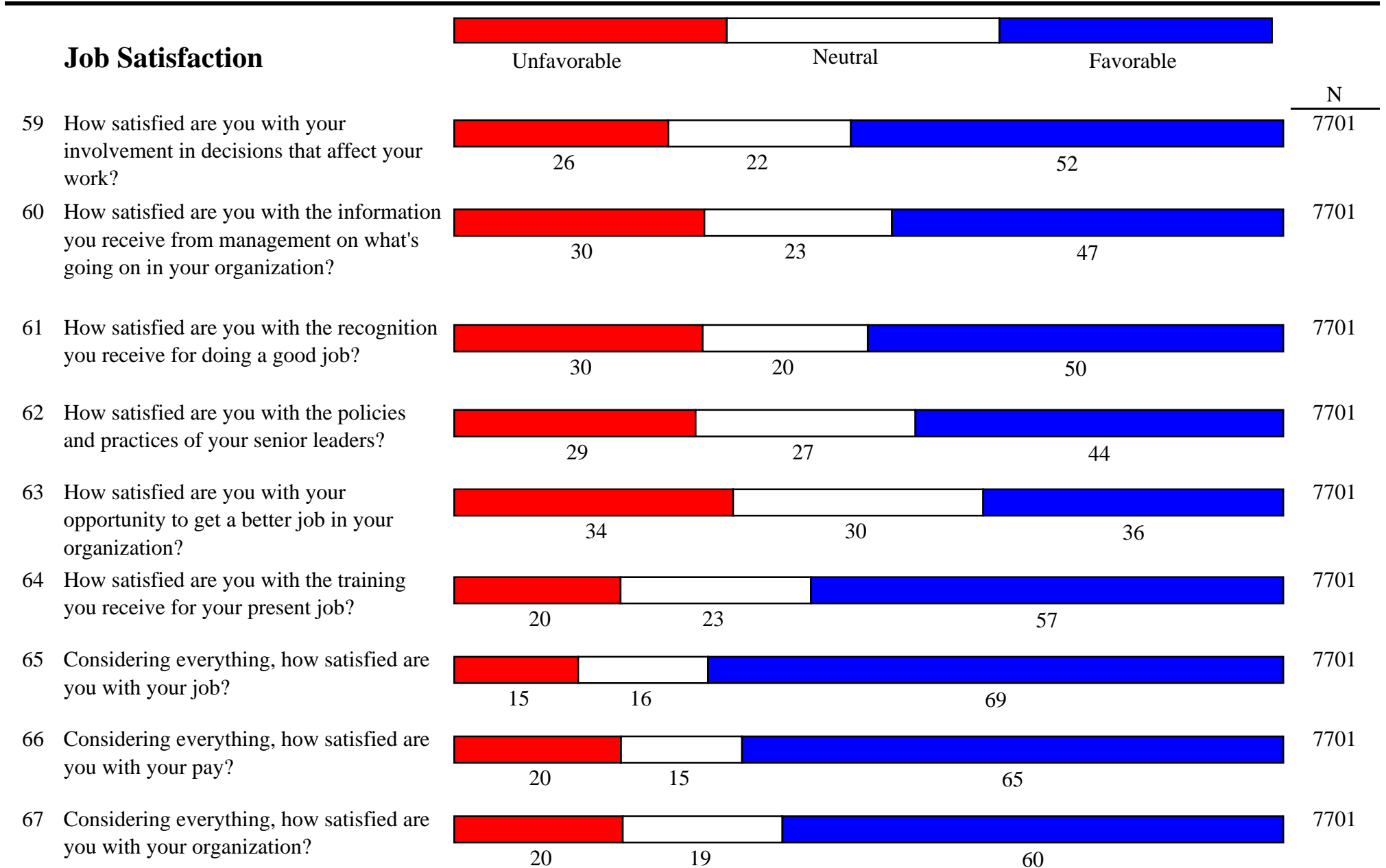
DEPARTMENT OF JUSTICE 2004 FHCS RESULTS

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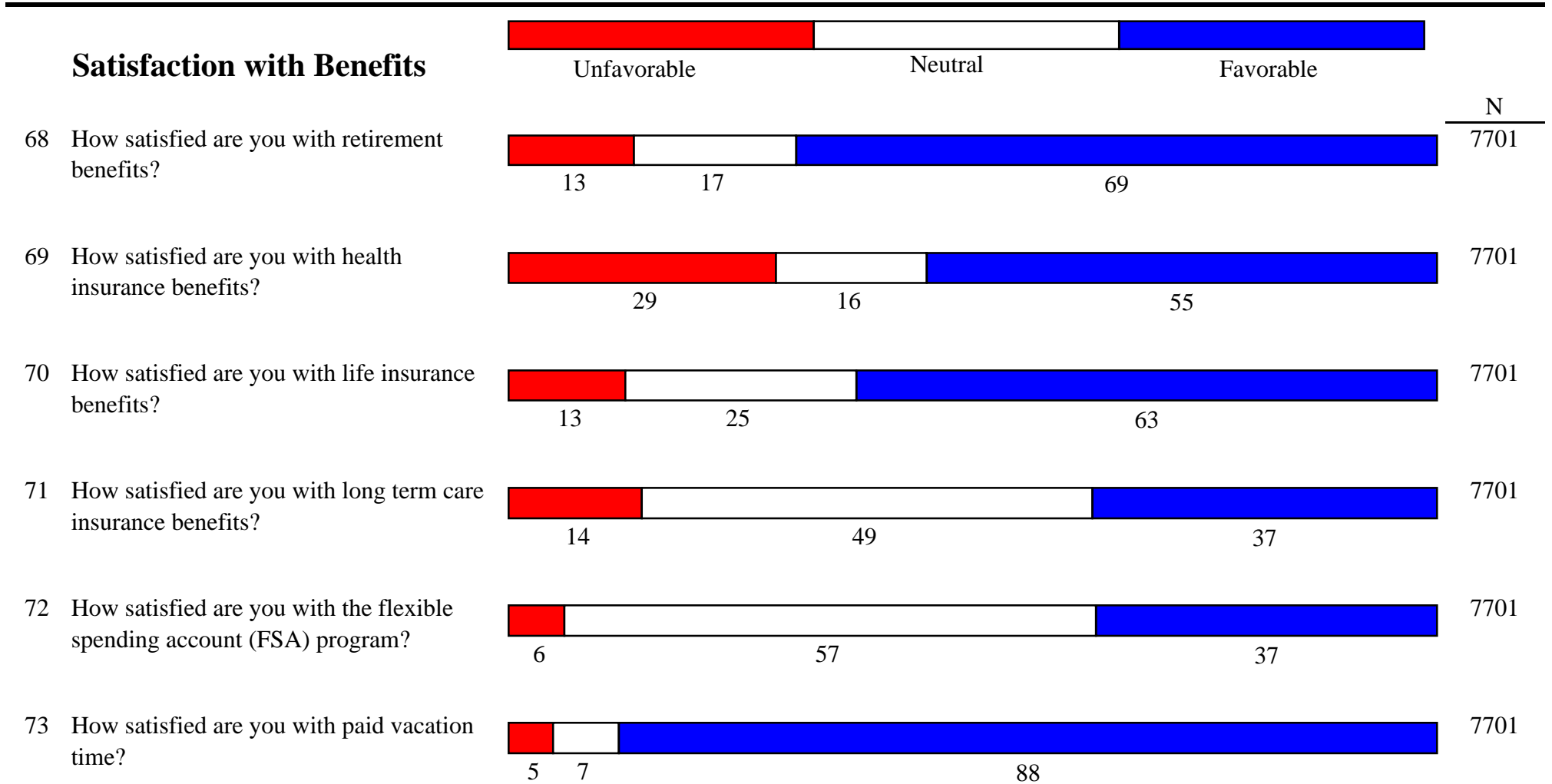
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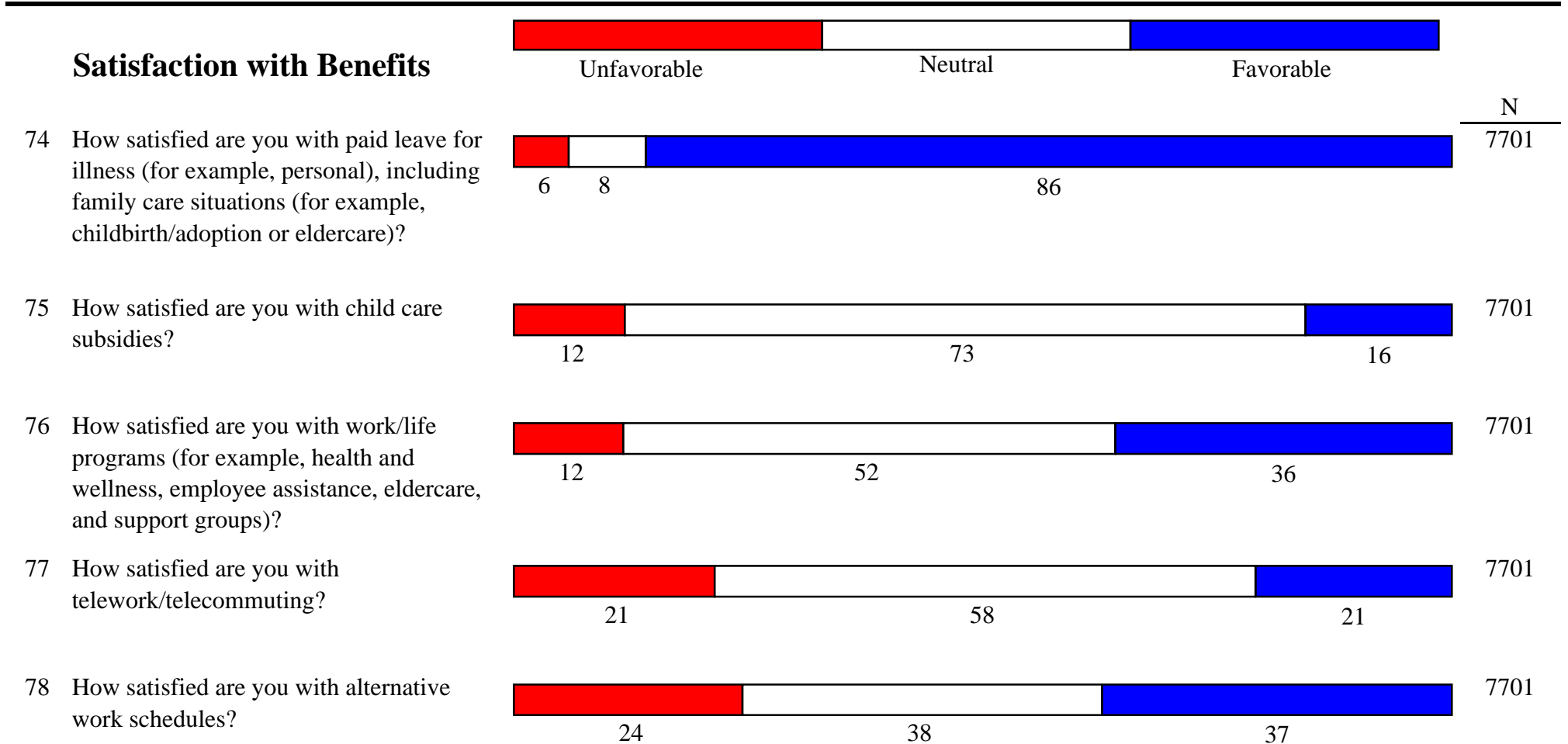
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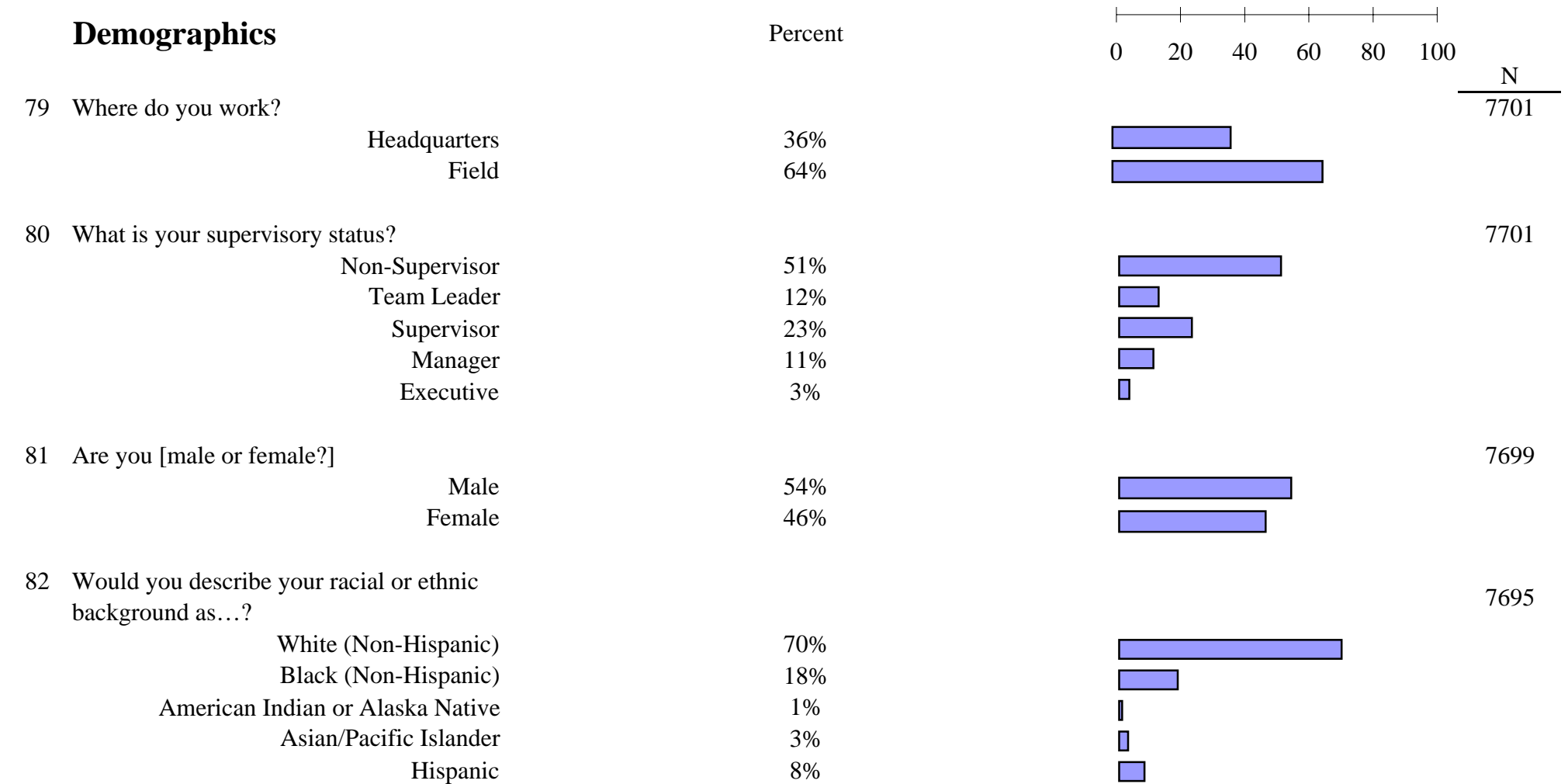
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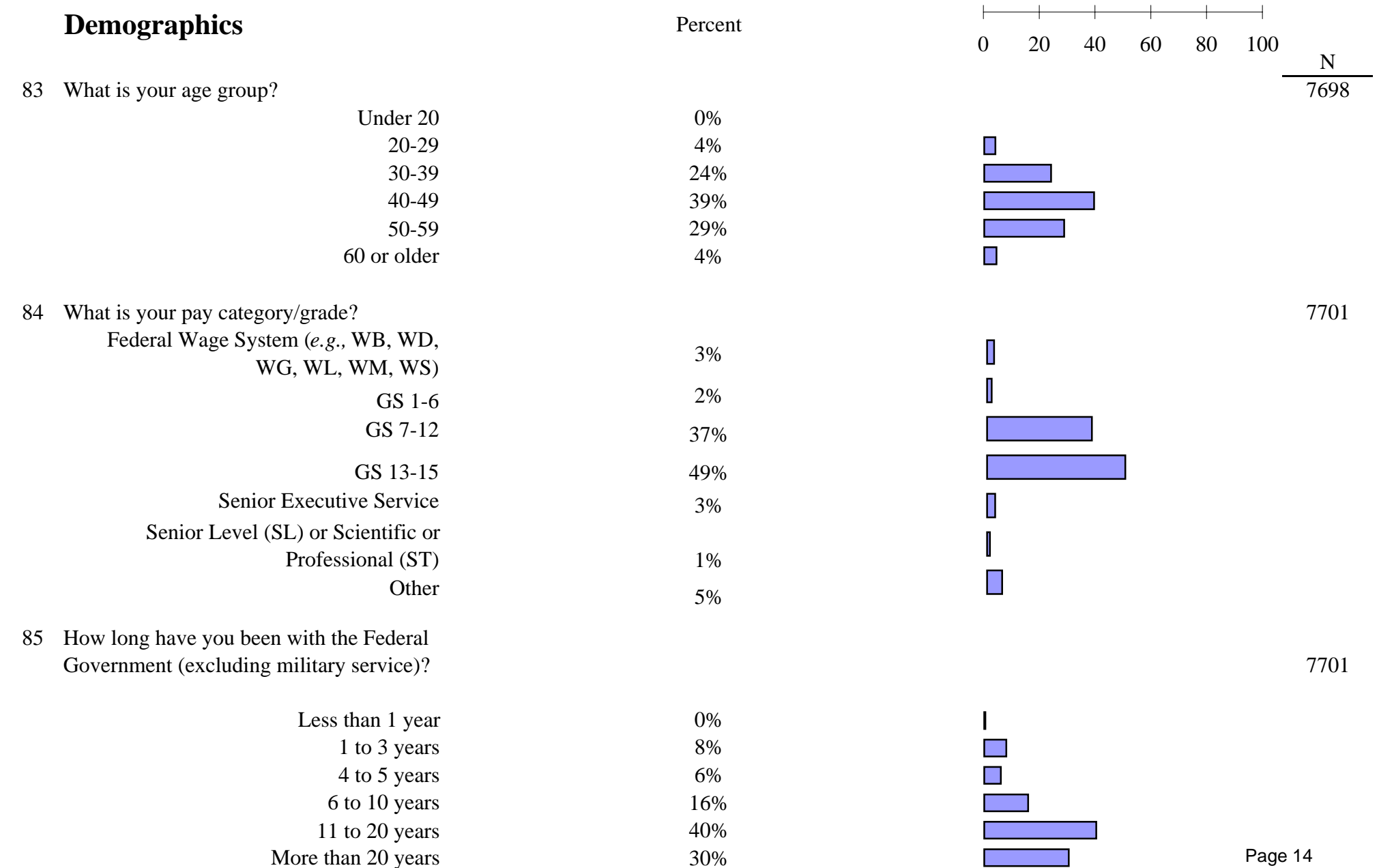
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Results for:

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DEPARTMENT OF JUSTICE 2004 FHCS RESULTS

Results for:

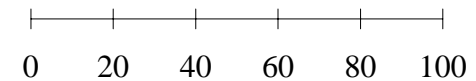
All Respondents

Number of Forms Returned: 7701

Note: Totals may not add to 100% due to rounding.

Demographics

Percent

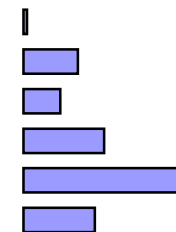


N

86 How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

7701

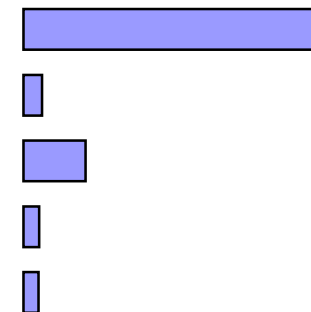
Less than 1 year	1%
1 to 3 years	13%
4 to 5 years	9%
6 to 10 years	20%
11 to 20 years	40%
More than 20 years	17%



87 Are you considering leaving your organization within the next year, and if so, why?

7701

No	73%
Yes, to retire	5%
Yes, to take another job in the Federal Government	15%
Yes, to take another job outside the Federal Government	4%
Yes, other	4%



88 I am planning to retire:

7701

Within one year	3%
Between one and three years	9%
Between three and five years	11%
Five or more years	78%



